

**RATIFY AND APPROVE THE RENEWAL OF THE EXISTING AGREEMENT WITH THE CHICAGO PRINCIPALS  
AND ADMINISTRATORS ASSOCIATION FOR CONSULTING SERVICES**

**THE CHIEF EXECUTIVE OFFICER REPORTS THE FOLLOWING DECISION:**

Ratify and approve the renewal of the existing agreement with the Chicago Principals and Administrators Association to provide professional development services to the Office of Professional Development at a cost not to exceed \$1,800,000. A written renewal agreement is currently being negotiated for Consultant's services. No payment shall be made to the Consultant prior to the execution of the written renewal agreement. The authority granted herein shall automatically rescind in the event a written renewal agreement is not executed within 60 days of the date of this Board Report. Information pertinent to this renewal agreement is stated below.

**Specification No.:** 02-250131

**CONSULTANT:** Chicago Principals and Administrators Association (CPAA)  
221 North LaSalle Street  
Chicago, IL 60601  
Contact: Beverly Tunney  
312/263-7767  
Vendor # 47584

**USER:** Office of Professional Development  
125 S. Clark Street – 5<sup>th</sup> Floor  
Chicago, IL  
Dr. Al Bertani  
773-553-3483

**RENEWAL TERM:** By mutual agreement of the parties, the agreement shall be renewed for a term commencing on July 1, 2002 and ending June 30, 2003. The renewal agreement shall provide for two options to renew the agreement for a period of twelve (12) months each at a cost not to exceed \$2,070,000 for each renewal period.

**SCOPE OF SERVICES:** The consultant will continue to provide a comprehensive training program for administrators applicable to varying levels of experience and commensurate with current research. The training services rendered will explore and address the complex nature of leadership and prepare candidates for the changing role of the principal and other positions requiring a Type 75 Certificate. Participants will not be charged any additional program expenses in addition to contractual costs funded by the Chicago Public Schools. The programs will include five core components geared towards the following:

- Aspiring principals with a special emphasis on high schools, who are seeking to develop leadership confidence and set personal and professional goals will be provided 70 hours of prescribed professional development
- Beginning principals requiring support for addressing the complexities of the job, which are not limited to, fiscal, personnel, facilities management, parent/community involvement, and instructional leadership
- Experienced and novice principals, assistant principals and teacher leaders struggling with improving achievement, managing change and developing collaborative school cultures oriented toward school improvement
- All administrators responding to the requirements of the State of Illinois and the Chicago Board of education under Senate Bill 1019, and Senate bill 730
- Providing technology learning and Assistant Principal Leadership Series along with Action Learning teams to market schools and improve literacy learning.
- Providing institutional leadership institutes for principals in schools with reading specialists.

The programs will utilize the Chicago Standards for Developing Educational Leaders which are: school leadership; parent involvement and community partnerships; creating student-centered learning climates; professional development and human resource management; instructional leadership; school management and daily operations; and, interpersonal effectiveness. In addition, the consultant will recruit participants as prescribed by the Chicago Public Schools, monitor their participation, and provide progress/completion information to the Chicago Public Schools as well as to the Illinois State Board of Education.

**DELIVERABLES:** Consultant shall deliver the following five comprehensive leadership development programs:

**LAUNCH:** Leadership Academy and urban Network for Chicago (Aspiring Principals) providing 1144 hours to 36 participants

- Leadership Academy
- Semester-Long Apprenticeship
- Urban Network

**LIFT:** Leadership Initiative For Transformation (Beginning Principals) providing 144 hours to 63 participants

- Four-Day Orientation Program
- Professional network of new Principals
- Coaching/Mentoring
- Intercession Activities and monthly professional development

**CASL:** Chicago Academy for School Leadership (Principals, assistant Principals, Administrators, Teacher Leaders) providing 1164 hours to 250 participants

- Long-Term learning Seminars
- School Leadership Learning Teams
- Coaching/360 Degree Feedback

**IAA:** Illinois Administrators Academy (Principals, Assistant Principals, Administrators, Teacher Leaders) providing 734 hours to 1,825 participants

- SB 1019 Cohorts-Aspiring and experienced Principals
- Investment in Leadership Law Series
- Hot Topics
- REACH the Breakfast Club
- ELI- Executive Leadership Institute
- Administrators Academy Collaboration Programs
- APDW – Annual Professional Development workshop

**CLASS:** Cross program offerings providing 384 hours of professional development to 670 participants

- Learning technology Lab
- Presentation and Facilitation Skills for Administrators
- Assistant Principal Leadership Series
- Action Learning teams (Marketing your School and improving Literacy Learning)
- Mini-Conferences
- Instructional Leadership Institutes

A final year-end report will be prepared indicating the number of participants and hours provided for each of the above described program components.

**OUTCOMES:** Consultant services shall 1) develop a core of highly motivated and performance oriented administrators, 2) prepare administrators to be effective leaders in a school system experiencing positive organizational change, 3) improve the instructional leadership and management skills of administrators, 4) link professional development of; administrators to teacher quality and student achievement, 5) improve leadership and organizational skills of the participants assess potential of current principals and administrators.

**COMPENSATION:** Consultant shall be paid \$450,000 upon execution of the renewal agreement, \$450,000 on December 30, 2002, \$450,000 on April 30, 2003 and \$450,000 upon completion of the final report; not to exceed a total of \$1,800,000.

**REIMBURSABLE EXPENSES:** Consultant shall not be reimbursed for any expenses.

**AUTHORIZATION:** Authorize the General Counsel to include other relevant terms and conditions in the written agreement. Authorize the President and Secretary to execute the renewal agreement. Authorize the Chief Education Office to execute all ancillary documents required to administer or effectuate this agreement and the renewal thereof.

**AFFIRMATIVE ACTION:** The M/WBE goals for this contract include: 35% total MBE, 22% total African American, 10% total Hispanic, 2% total Asian and 5% total WBE.

However, the Waiver Review Committee recommends that a *partial* waiver of the M/WBE participation goals for this contract as required by the Revised Remedial Plan be granted because the contract scope is not further divisible.

The vendor has, however, identified and scheduled the following firms and percentages

Total MBE 2.77% Independent Consultant

Total 2.77 % African American :

Alicia Mc Careins 1212 Naper Blvd. Suite 119-251 Naperville, Illinois 60540	\$50,000.00 2.80%
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The identified firms are subject to change upon approval from the Procurement and Contract's Division of Compliance and Vendor Services without further Board approval.

**LSC REVIEW:** Local School Council approval is not applicable to this report.

**FINANCIAL:** Charge to the Office of Professional Development: \$1,800,000 Fiscal Year: 03  
 Budget Classification: 0300-239-699-1574-5410- \$1,236,000  
 0300-210-503-1574-5410- \$ 564,000  
 Source of Funds: Grant Funds – 239 General Fund - 210

**GENERAL CONDITIONS:**

Inspector General – Each party to the agreement shall acknowledge that, in accordance with 105 ILCS 5/34-13.1, the Inspector General of the Chicago Board of Education has the authority to conduct certain investigations and that the Inspector General shall have access to all information and personnel necessary to conduct those investigations.

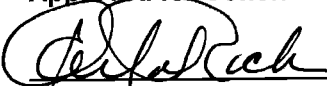
Conflicts – The agreement shall not be legally binding on the Board if entered into in violation of the provisions of 105 ILCS 5/34-21.3 which restricts the employment of, or the letting of contracts to, former Board members during the one year period following expiration or other termination of their terms of office.

Indebtedness – The Board's Indebtedness Policy adopted July 26, 1995 (95-0726-EX3), as amended from time to time, shall be incorporated into and made a part of the agreement.

Ethics – The Board's Ethics Code adopted September 27, 1995 (95-0927-RU3), as amended from time to time, shall be incorporated into and made a part of the agreement.

Contingent Liability – The agreement shall contain the clause that any expenditure beyond the current fiscal year is deemed a contingent liability, subject to appropriation in the subsequent fiscal year budget(s).

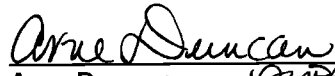
**Approved for Consideration:**

  
 Anita Rocha  
 Acting Chief Purchasing Officer

**Within Appropriation:**

  
 Kenneth C. Gotsch  
 Chief Fiscal Officer

**Approved:**

  
 Arne Duncan  
 Chief Executive Officer

**Approved as to legal form:**

  
 Marilyn F. Johnson  
 General Counsel